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all VOLUNTEER

The Army's recruiting and retention professional magazine since 1919

JUNE 1981



Commander's Notes



Early in 1978, USAREC began assuming the mission of integrating Reserve Component recruiting into the overall recruiting effort. The result to date has been excellent — USAREC is the first command in the Army where the One Army concept is practiced daily — at each level of the chain of command. As testimony to our belief in One Army Recruiting, effective July 1, 81 each Regular Army recruiter has a mission to recruit one person into the USAR each quarter. Since we have recruited the Active Army up to full strength, it is only right we bring the USAR up to full strength.

In the April issue of the *all VOLUNTEER*, you were introduced to the USAR Recruiters of the Year. In this issue, the theme of the United States Army Reserve (USAR) is expanded upon extensively. Some of the things that are here can be used directly to support your sales presentation for whichever component. Some are designed for and aimed primarily at the Reserve recruiter. Regardless of component, our job in Recruiting Command is still to find highly qualified young men and women from the civilian community and place them under contract in one of the Army programs — regardless of whether those are Regular or Reserve Component contracts and programs. The result is a cohesive recruiting effort where ownership is practiced by all recruiters, and that means more effective recruiting within the communities we support and from which we recruit.

OWNERSHIP, particularly in the Reserve Component, is something which needs your continued attention and support — for it is there our enlistees begin making the transition from civilian to soldier and, in the case of the Reserve Component, from civilian to citizen-soldier. As General George Washington once said, "When we took up the soldier, we did not lay aside the citizen." In Army recruiting, that sense of ownership for all our enlistees Active and Reserve Component alike — has never been more necessary nor more appreciated — by recruiter, applicant, and community alike. Your support of the Reserve Components within your area is essential. Ensuring those units receive continued and dedicated recruiting support is critical for our total Army and our nation.

MAKE IT HAPPEN!

A stylized, handwritten signature of M. R. Thurman in dark ink.

M. R. THURMAN
Major General, USA
Commanding

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Reserve benefits, recruiting, coordination with active recruiting, and programs for students are featured throughout this issue with our cover borrowed from the new RPI 763. The Utilities Equipment Repairman (MOS 52C) on the back cover, comes from SP5 Steve Silver of the Ft. Belvoir Public Affairs Office.



The Reserve Unit: A recruiting ally



*by CPT Harry Cook
95th Infantry Division*

Entering a new recruiting station a recruiter faces probably the most difficult period of his recruiting tour. A lack of local contacts, an unfamiliarity with the recruiting area, and a lack of knowledge of the previous recruiting efforts in the area can combine to prevent the recruiter from meeting his recruiting goal. Luckily, in many areas there exists an ally which is eager to help the recruiter overcome these problems. This ally is the local Reserve unit.

The local Reserve unit has a vested interest in the recruiter's success and, therefore, can be of tremendous help to him. However, the help is not automatic. It must be earned. By investing as little as one hour each month visiting the local Reserve unit, the recruiter can develop a relationship which can make this hour the most productive of the month.

Initially, the Reserve unit can act as a source of information on unit vacancies and MOS training capabilities within the recruiting area. Such information is vital to new recruiters before they can effectively place individuals in the local units. Having this information, it becomes easier to sell the individual who wishes to go active for only a short time and avoids the problem of trying to resell an individual in a second MOS upon finding no vacancies in the MOS in which the initial sale was made.

Perhaps, the most pressing problem facing the new recruiter is a lack of local contacts within the recruiting area. It is in this area where the Reserve unit can be of the greatest help. As Reserve members can be found in most of the major social, civic and professional clubs in the area, these reservists can provide the recruiter with an introduction to some of the most influential people in the community. Should the recruiter desire an opportunity to speak before these groups, the local Reserve unit can arrange this also.

The Reserve unit's public affairs officer can provide the recruiter with a history of past recruiting efforts and an introduction to the local media. His introduction or that of another reservist, which may advertise heavily in the local media, can greatly increase the chances that a recruiting public service spot will be published or aired. The public affairs officer can also assist the recruiter by maintaining an active media program designed to place timely, positive articles on the



Reserve Units can provide the equipment or manpower needed to make your community relations program a success.



Reserve's activities and benefits in the area's newspapers.

Another way the local Reserve unit can assist the recruiter is equipment support during community events such as a recruiting booth at a local fair or shopping center. This assistance may take the form of the loan of equipment to draw attention to the booth, or the use of a slide presentation featuring local individuals in a military setting. Many Reserve units may be able to supply a limited amount of recruiting material which could be passed out to prospective enlistees who stop at the booth. However, the greatest assistance that the Reserve unit can supply is manpower.

The manpower which a Reserve unit can supply is usually more mature and better informed on the various recruiting programs than the new soldier assisting the recruiter's aid program. As a result, these reservists may be more effective recruiters during a major recruiting project. Of course, many Reserve units have recent graduates of the local high schools which can be used in much the same capacity as a recruiter's aid in selling their former classmates on the Active and Reserve programs.

The final area of assistance is the submission of referrals. At its best, the referral represents a prescreened, qualified prospect who desires additional information on either Active or Reserve enlistment. At its worst, referrals can represent applicants drawn at random from the telephone directory. The difference between the quality referral and the 'bogus' referral is primarily a matter of trust which the unit places in the recruiter.

Although quality referrals are also a function of the amount of time a recruiter spends visiting the Reserve unit, the knowledge of the reservist on the various special incentive enlistment packages and the amount of command emphasis placed on this subject by the Reserve chain of com-

mand, the recruiter, who jeopardizes the trust placed in him by placing a referral in a different unit or failing to follow-up the referral in a timely manner, may find himself faced with either a flood of 'bogus' referrals or no referrals at all.

Another indicator of this lack of trust can be found if an increased number of area prospects are walk-ins at surrounding recruiting stations. By monitoring these indicators a misunderstanding which might be easily corrected, may be detected before all recruiting assistance from a local Reserve unit is lost.

The local Reserve unit is eager to become a recruiting ally for all recruiters and needs only to be asked for its assistance. This assistance shouldn't be underestimated or taken for granted, because without this assistance the recruiter's job becomes more difficult than it has to be. An effective recruiter needs to promote this spirit of teamwork and to utilize all of the assistance which the Reserve unit offers.



Reservists make excellent tools to show your community the many opportunities available in the Army, everything from special forces (above) to the medical field (below).



Do you speak Reserve?

Office, Chief of Army Reserve

"Do you speak Reserve, soldier?"

With the increased contact between Regular Army soldiers and Reservists under the Total Army program, a lot of people are realizing that our question isn't so unusual. If you spend any time with Reserve types as they talk about their IDTs, ARCOMs, TPUs, ATAs, MUTA-4s and SMPs, your head is probably spinning from futile attempts to decipher this strange tongue. But now, just for all you RAs out there, we've put together some key terms which will help you communicate with the USAR breed of soldier. The following list should get you started:

- **ADT** — Active Duty for Training — As the term implies, this means any full-time duty for training purposes. It includes such duty as school attendance, special projects, military conferences, participation in training exercises and more.
- **AGR** — Active Guard/Reserve — These are the Guardsmen and Reservists on active duty solely to provide full-time support to the Ready Reserve.
- **ARCOM** — Army Reserve Command — A two-star headquarters which supervises the training and readiness of assigned or attached Reserve units.
- **ARMR** — Army Readiness and Mobilization Region — An active Army headquarters which primarily assists Reserve units in training, training support and mobilization planning.
- **AST** — Administrative-Supply Technician — These are the civilian or military employees assigned to support Reserve units at the company or detachment level. Battalions and higher units have full-time skeleton staffs which include

Staff Training Assistants (STA) and Staff Administrative Assistants (SAA), supervised by Supervisory Staff Assistants (SSA). These equate to S-3, S-1 and Executive Officer positions.

- **ATA** — Additional Training Assemblies — Due to the heavy training requirements, it is often impossible for those planning Reserve training to get all the work done in regular assembly periods. ATAs are meetings beyond normal assemblies and are designed specifically for training preparation.
- **CAR** — Chief Army Reserve — This man is the number one Reservist. He is the principal advisor on Reserve affairs at DA and the appropriations director for Army Reserve funds.
- **ET** — Equivalent Training — Reserve training given in lieu of regular scheduled training or regular scheduled unit training assemblies.
- **FTS** — Full-Time Support — This term applies to those persons who are working for the USAR on a full-time basis.
- **GOCOM** — General Officer Command — This is a USAR unit which is authorized a general officer as the commander.
- **IADT** — Initial Active Duty Training — The period when non-prior-service enlistees in the Reserve complete Basic Combat Training and Advanced Individual Training.
- **IDT** — Inactive Duty Training — This includes unit training assemblies, attendance at Reserve schools and other duty that is not full-time. Reservists attending weekend assemblies are on IDT.
- **IRR** — Individual Ready Reserve — This group is made of Reservists who are not assigned to a Reserve unit, but are still eligible to be called to active duty.

- **MOBDES** — Mobilization Designee — A non-unit soldier is a Ready Reserve status who is preselected, trained and pre-assigned to fill a key authorized position in an active unit during early mobilization.
- **MUSARC** — Major US Army Reserve Command — A one or two star command that is directly subordinate to a numbered Continental US Army.
- **MUTA** — Multiple Unit Training Assembly — This term normally has a number with it, for example, MUTA-2. It signifies consecutive unit training assemblies which are four hours long. A MUTA-2 would be eight or more consecutive hours of training. A MUTA-4 would be two consecutive training days.
- **OCAR** — Office, Chief Army Reserve — This is the place where the number one Reservist hangs his hat and keeps his staff. It's located in the Pentagon.
- **RCPAC** — Reserve Components Personnel and Administration Center — Located in St. Louis, RCPAC is where all Reservists who are not in units are assigned for administration and control.
- **SMP** — Simultaneous Membership Program — A special option which allows qualified college students in ROTC to also belong to a Reserve unit and to get paid for both duties.
- **TPU** — Troop Program Unit — A Reserve unit which would serve as an active Army unit on mobilization.
- **USAR** — United States Army Reserve — The organization composed of all those American soldiers who speak a funny language made of terms like IRR, MOBDES, FTS, etc.



The future center



*Story and Photos by
MAJ Thomas F. Binek,
DRO 416th ENCOM*

The 416th Engineer Command, like many other elements of the Army

Reserve Program, has been confronted with the challenge of improving its strength posture. This challenge has been met with the initiation of Strength Maintenance Programs which focus on the individual soldier and those needs and concerns which impact on career decisions. One of the most successful programs was the establishment of an Annual Training Career Counseling Center.

The 416th Engineer Command has been conducting Annual Training Counseling Centers since 1978. The first two years were characterized by growing pains resulting from commanders being over extended with a number of priority missions and their sincere efforts to successfully achieve personnel stability within their units. The pressure of recruiting subsided only to be replaced by a new demand, "Strength Maintenance." Annual training 1980 was unique in that the entire Command was at Ft. McCoy at the same time. This afforded the opportunity to run a consolidated counseling center using the primary 78D's in a more thorough and efficient counseling operation than in the two previous years.

The counseling center was billed as "Your Future Center," with attention focused on the career problems, aspirations, and questions of the individual soldier. The "Future Center" operation was a formal, professional counseling service established in a controlled environment designed to address the future plans and actions of the men and women of the 416th Engineer Command. The counseling served as a diagnostic tool to uncover deep-seated concerns and funnel those concerns back through the appropriate commanders or to the lowest level of supervision for immediate and positive action. It was also an opportunity to demonstrate concern for the

soldier and his decision to remain in the Army Reserve program.

Planning:

Initial planning began approximately seven months prior to execution. It was imperative that the counselors be fully trained. Those who had no formal training were scheduled into the resident 79D course. Those counselors who were formally trained were employed to assist in providing their expertise in the development of the annual training career counseling center. As a climax to the training phase, an eight hour block of instruction was designed to emphasize strengthen and polish the counselors interviewing skills. The POI was designed by the Command Strength Maintenance Office (SMO) and the instructions were provided by Readiness Region V SMO personnel from Reserve Groups Sheridan, McCoy, and Snelling. The instruction was given two days prior to the start of the counseling operation so that the techniques of counseling would be fresh in the counselor's mind.

Identification of a facility and logistical planning was begun approximately four months prior to the AT period. At that time a two day trip was made to Ft. McCoy to identify a suitable facility, furnishings, and on-site points of contact to provide continuous support and develop a line of communications with post support personnel.

Achieving command support was also critical to the success of the counseling center operation and was addressed as another aspect of planning. The commanding general, through his continuous emphasis to subordinate commanders, was instrumental in ensuring total command support. Simultaneously, a pamphlet answering the recurring questions of unit command-

ers was prepared and distributed to the field. A monthly bulletin was also utilized to keep the field informed of the progress of preparations for the counseling center operation and how they could support the operation. Specific guidance was issued to the field in the form of a circular dealing with the Annual Training Career Counseling Center.

Another critical step in the planning phase was the arranging of individuals for interview scheduling which was started six months prior to AT. Five priorities were established: (1) Those individuals, who were scheduled to ETS within the next year. (2) New members since last AT. (3) Individuals not previously counseled at Annual Training. (4) Individuals with anniversary dates during the month annual training was performed. (5) All others.

Once this was accomplished, the counselors and unit first sergeants reviewed the priority lists and interview schedules for accuracy and the elimination of duplication. At this time, letters were sent to individuals on the priority #1 list informing them they would be counseled at the "Future Center," indicating date and time of their appointment. This was followed by a reminder slip distributed by the first sergeant to the unit member upon arrival at the annual training site.

Operations:

A reception area was located at the entrance to the center. As individuals entered they were immediately greeted by the receptionist and asked to sign the guest register. They were then directed to the waiting area where snacks and beverages were available while waiting to be welcomed by the counselor. The time in the waiting area ranged from five to fifteen minutes depending upon the

counselors case load. The total time an individual spent in the counseling area was approximately forty-five minutes. To further facilitate control and provide an atmosphere of privacy, the counseling area was separated from the reception area and each counseling area was partitioned. Access to the counseling area was limited to the counselee accompanied by his counselor. Visitors to the center who desired a tour were given a brief explanation of the operation and then escorted through the facility.

In order to maintain continuous visibility and awareness in the eyes and ears of the soldier, public service radio spots were prepared and aired from the radio stations located in Sparta and Tomah, WI. On post, posters carrying the theme "Your Future Center," "Your Future" and "Visit Your Future Center," were placed at key locations throughout the installation where troop density was high. Company areas and barracks were also well posted.

The counseling center was manned Monday thru Friday from 0800-1600 hours for scheduled appointments and from 1800-2100 hours to accommodate those individuals who desired to visit the center during their free time. On the weekend, the hours of operation were from 1000-1500 hours. The evening hours and weekend hours of operation were unstructured in order to provide a more relaxed atmosphere conducive to those individuals who might feel uncomfortable in the structured environment. This was extremely helpful in generating walk-in traffic and reassuring the individual soldier that the counseling center was the place to get career questions answered and that the counselors were genuinely interested in the career aspiration of the individual soldier.



Summary:

By the end of the AT period 540 individuals had been scheduled and interviewed by their respective counselors. In addition, 260 individuals were counseled by their first line supervisors. In the final analysis, 40 percent of the enlisted personnel present for annual training had been counseled.

The real measure of success of this annual training career counseling center will come a year from now when the individuals who were counseled are asked to reenlist for another three or six year period. There were, however, some immediate results.

The future center

The primary duty 79D developed a greater degree of self confidence necessary to be an effective problem identifier, program manager, and advisor to the commander, counselor, and individual soldier. The individual soldier was provided with a place and an opportunity to address his career aspirations as a reservist. As a result of the positive impression made on key visitors and their comments, Army Readiness Region V is currently exploring the possibility of assuming responsibility for the counseling center and making it a permanent facility

for all units performing annual training at Ft. McCoy.

The annual training career counseling center was an intense, two week operation characterized by extensive planning and enthusiastic, determined operations by professional counselors. The soldiers who were interviewed during the AT period came away knowing that there was a genuine concern for them and their careers as Army reservists. For some or most of these reservists it may have been the first time such concern has been formally expressed.

It must be kept in mind that the annual training career counseling center is not the strength maintenance program. However, it is one of the many spokes in the wheel. By itself the career counseling center has a limited impact on retention. However, if incorporated into the many other aspects of strength maintenance, a counseling center will provide a continual demonstration of knowing and caring for the individual soldier. And in the 416th Engineer Command, the individual soldier is our most valuable asset.



612th Pride is Overflowing

by SSG J.C. Murphy
Ohio Army National Guard

For the past two years the 612th Engineer Battalion, Ohio Army National Guard, under the command of LTC Richard Mueller of Toledo, has been at more than 100 percent strength.

How does a battalion with companies in Toledo, Sandusky, Fremont, and Norwalk, stay above 100 percent strength?

An extensive recruiting and retention program is buttressed by a strong public affairs program. The underlying philosophy is that the public and the battalion members have to know the benefits of belonging before they will join or stay in the Guard.

Success of all the programs is gauged by the local unit involvement. Line companies are required to be actively visible in their communities.

Guard members, who meet only one weekend a month, can't do the job all by themselves. They must be complemented and supported by a full-time sales force. That support comes from active duty National Guard recruiter SFC Robert Evener, Toledo area station manager, and his staff, who help the unit recruiters with interviews and questions on procedures.

But the unit recruiters are the real

workers. They pick up on the leads that are given to them by unit members, process those personnel for testing, physicals and all the required paperwork needed to enlist in the Guard. The 612th has persuaded the public to join or support the Guard by putting displays at shopping malls and county fairs. Many times these displays, and any subsequent interviews, are done on the unit recruiter's own time.

Contact is maintained with the local news media. News releases are sent out on training, enlistments and promotions. Emphasis is placed on benefits the Guard members may take advantage of and the benefits to their civilian employers.

If a company comes close to going under 100 percent strength, Mueller requires the company commanders to call him and explain why. But Mueller hasn't had to take many of those calls in the past two years.

Organized and federally recognized in May 1952 at Toledo, the 612th Engineers were originally known as Headquarters Company, 3rd Battalion, 107th Armored Cavalry. In September 1959 it was reorganized and redesignated as Headquarters and Headquarters Troop, 3rd Reconnaissance

Squadron, 107th Armored Cavalry. It was redesignated again in February 1968 as Headquarters Troop, 3rd Squadron, of the 107th Armored Cavalry. It was finally converted in May 1968 to what it is known as today: Headquarters, 612th Engineer Battalion.

The 612th is one of the many units in Ohio that saw duty during the Blizzard of '78. The battalion has participated in many community projects throughout northwestern and southern Ohio. The most recent project in which the 612th has participated is the bridge construction at Camp Perry last year during annual training.

Retention isn't much of a problem at the 612th. Members enjoy their work regardless of the project or weather conditions prevailing, or any other problems that may occur. Mueller is proud of the job that his men and women do and recognizes them for their efforts. He knows that he can count on them any time they are needed.

The people of Toledo and of Ohio have a reason to be proud, because the 612th Engineers and the Ohio National Guard are "America at its Best."



Aiding the Reserve's unemployed

300th MP Command Army Reserve

Unemployed auto salesman Walter Swaha of Detroit got a four-month job in Florida for the winter.

Unemployed truck driver Glen A. Jewell, who usually lives near Onaway in northern Michigan but is temporarily residing in Plymouth, picked up about four months worth of work and is expecting more.

Several long-term or seasonally unemployed workers will get a crack at several months of paid full-time work this summer.

What all these people have in common is that they are Army Reservists, and their opportunities for temporary work came through the Army Reserve. Sergeant First Class Swaha is the operations sergeant in the Equal Opportunity Section at Headquarters, 300th Military Police Command (Army Reserve), in Inkster. He is attending a required course at the Defense Department's Equal Opportunity Management Institute at Patrick Air Force Base, Cocoa Beach, FL, drawing full pay and allowances as a soldier on active duty.

Staff Sergeant Jewell is a member of the 300th's G-3 (operations and training) staff section. He was laid off over a year ago from his job driving trucks for a steel fabricator. Since then he has done temporary work for the Reserve in both military and civilian status — doing maintenance work on Reserve Center facilities and driving semi-trailer trucks all over the Midwest to pick up furniture for the 300th's new home in Inkster (the command recently moved from Livonia), among other things. He also plans to attend some short military schools on active-duty status to improve his skills as a non-commissioned officer.

Active-duty tours lasting between two months and three-and-a-half months will be available for a number

of Reservists in different specialties this summer, as was the case last summer.

These examples show some of the ways Army Reserve membership can serve as a financial cushion for the unemployed. These ways fall into four categories:

First, all laid-off Reservists benefit

Unemployed or laid-off Reservists have found short term active duty work by turning to their units.

from the continuation of the regular income they earn by attending monthly drills and two weeks of Annual Training ("summer camp").

Second, there are a number of military schools, ranging from a few days up to several months, that are open to selected Reservists who meet certain qualifications and need the training to perform their military duties. Soldiers attend these schools in active-duty status, drawing full pay and allowances.

Third, there are occasional requirements for short-term workers to help the Army Reserve's small corps of full-time employees handle special tasks and seasonal workload surges. Usually these requirements are met by placing available — i.e., unemployed or underemployed — Reservists on so-called "man-day spaces" for one or several days. "Man-day spaces" are active-duty tours carrying full military pay and allowances, but are for short periods measured — and paid — by the day rather than by the week or month.

Normally, one individual is restricted to a maximum of 30 man-day spaces per training year. However,

in special cases where a soldier has badly needed skills (such as Jewell's ability with a semi-trailer rig), waivers may be granted to permit more. Man-day spaces are normally performed for the unit the Reservist is assigned to.

The fourth category is the so-called "short tour" of active duty, measured in weeks or months. These carry full military pay and allowances, of course. They may be offered by the unit to which the individual is assigned, with special approval from higher headquarters. More often, however, such jobs crop up as special requirements established by and for the higher headquarters themselves.

(Incidentally, all of the above-mentioned active-duty tours give the soldier additional credits for a larger Army Reserve pension. Reservists who attend training faithfully for at least 20 years of service receive pensions at age 60.)

Obviously, the Army Reserve cannot and does not offer a "back-up job for every soldier in its ranks. The schools, man-day spaces and short tours are not created to provide jobs. They are created only to fill the Army Reserve's most critical training and temporary manpower needs. The number of openings is limited by funds availability. And the jobs go only to soldiers who have the needed skills.

For communities hard hit by mass unemployment, these short-term Army Reserve jobs represent a double-whammy benefit: temporary relief from the cost of unemployment benefits and the economic impact of additional federal dollars. The Army Reserve economic impact is especially significant in states like Michigan which have few active military installations and which pay out more in federal taxes than they receive in federal payments.

Finding new reservists before they're lost

by **SFC David Netterfield**
3rd BN., 49th FA
Army Reserve

Lost before the first Drill!!!

The Administrative and Supply Technician (AST) reports that an individual joined the unit during the month but nobody else has ever seen the new person. Have you ever wondered why?

The Army has not only recognized the problem but has recommended a solution. Although not a cure-all, the sponsorship program will aid in retaining some new personnel, once they have signed their name on the dotted line.

Let's face it, most of us are fearful of strange, new situations. Even those who are experienced in the ways of the military find it somewhat difficult and uncomfortable when attending those first few drills in a new unit. The younger, less knowledgeable enlisted personnel are frequently not eager or willing to enter the foreign environment of the initial drills. Even the most outgoing person is taken somewhat aback by the change of scene which is present in most armories.

As I said earlier, this sponsorship program is not the answer for all personnel problems. It'll not work in automatic. We found that it requires considerable effort on the part of the unit's leadership to be successful. But, and I believe that this is the real key, it can and will work if the effort is put into the program.

Let me set the scene as we at Battery B experienced it. The unit is located in southwest Wyoming. Personnel come primarily from Sweetwater County, a sparsely populated geographical area of 9,400 square miles (slightly larger than the state of Ver-

mont). There are approximately 45,000 people in the county (a density of almost 5 people per square mile). The population has doubled during the past 10 years, as a result of the energy boom which the locale is experiencing.

The tremendous expansion which has taken place in the area has resulted in a large amount of transiency. Battery B, 3d Battalion, 49th Field Artillery, is unique because turnover in the battery is extraordinary by Reserve Component standards.

One additional challenge that was to be overcome in the 1979-80 fiscal year was one of Battery reorganization. During the summer of 1979, a decision was made to locate the entire unit in the Rock Springs/Green River armory.

As we analyzed the situation in the early fall, the following advantages were noted:

- 1) We had an enthusiastic full-time Army National Guard Recruiter available in this part of the state.
- 2) Although the Battery Commander was new, he displayed the knack of drawing all of the resources (both human and physical) together toward the goal of 100% unit manning.
- 3) Esprit' de corps was high in the battery.
- 4) The part-time additional duty retention NCO saw the job as important and necessary. He believed fully in the roll of the Reserve Components as an active part in the country's national defense.
- 5) The key leaders in the unit cooperated fully with the AST, recruiter, retention NCO and battery commander in reaching retention goals.

The disadvantages that the unit faced were:

- 1) The overwhelming transitory status of the area and the adverse effect that it had on the Battery.
- 2) The AST, chief of the firing battery, battery commander and retention NCO were all new to their positions and inexperienced in firing battery operations.

Recognizing the strengths and weaknesses was considered an important step in achieving full manning in the unit. Employing good personnel management techniques, the leadership made maximum use of the talents (both civilian and military) of the individuals available. Realistic training was emphasized, as was retention.

Several methods were attempted, on a trial-and-error basis, to get a handle on personnel management and especially on sponsorship. Many failed and we tried to profit from each unsuccessful try. It was finally concluded that the time between drills allowed forgetfulness to take its toll of the sponsorship program. People just simply forgot their program roles.

We finally determined that one way to overcome these difficulties and strengthen the sponsorship program was to write down the assignments. Part-time soldiering makes it easy to forget what's going on and difficult to maintain the continuity needed for good unit growth and management. Because of the limited number of days which the Reserve personnel devote to their military duties annually, we decided that some locally reproduced forms would enable unit leaders to remain abreast of sponsorship functions.

As a result, a Sponsorship Standard Operating Procedure was developed.

The SOP included several forms and letters which are designed to facilitate month-round sponsorship activities.

The letters include a fill-in-the-blanks "Welcome" from the Commander. By completing the blanks, the new Guardsman is informed in advance of the first drill in most cases, and the name and telephone number of his sponsor and section leader. A copy of the Battery's drill schedule and a diagram of the chain of command, with names of key personnel, is also enclosed.

A second letter is sent to the sponsor at the same time that the welcome letter is sent. This letter advises the sponsor of the assignment and the name, address and telephone number of the new person. Enclosures list the details of the sponsor's responsibilities. These same responsibilities are the subject of part of the NCO Development Course, soon to be implemented by the Battery.

Attached to the letter assigning the sponsor the task, are three memoranda, which advise the retention NCO, the first sergeant and the appropriate section leader of the assignment. These memoranda overcome the problem of forgetting oral discussions and provide a more permanent record of the transaction.

Key leaders have a sponsorship status sheet in their section books. The information on these sheets can be transcribed from the memoranda mentioned above.

The focal point of the entire program is a chalkboard status list which is located in the dual-purpose classroom/mess-hall of the armory. The board lists the new person's name (for everyone's benefit), the sponsor's name, the section and the assignment date. This board serves as a constant reminder, especially from month to month, to the appropriate personnel.

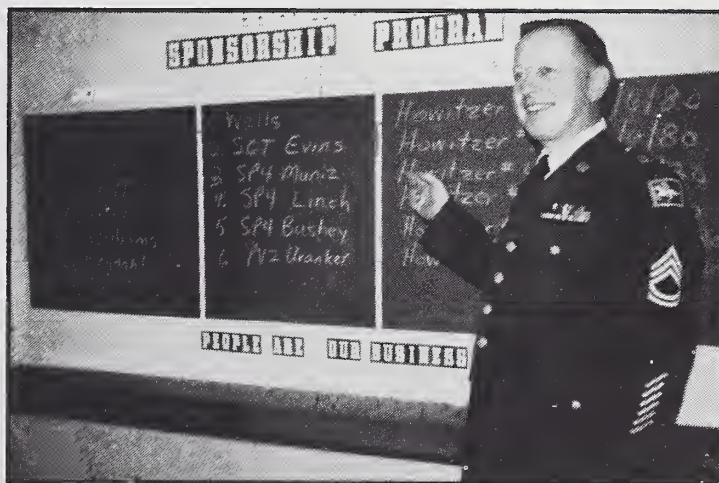
The key to the entire process is a brief data sheet which is completed by the unit AST, containing a dozen, or so bits of basic information about the new part-time soldier. That sheet provides background data on the new person during the approximately three

month transition between the time when the 201 file has been sent to the PAC and the time when the P253 computer information sheet is received back in the Battery. Prior to the development of this procedure, many important decisions were made about the person, based upon information which AST remembered about the individual from the 201 file.

In summary, we in the military are in the people business! We've got to look after our soldiers if we expect to retain them. One way to accomplish this is to have assigned a sponsor who will carry out important tasks such as meeting the new person at the door of the armory, the first drill, introducing them to key leaders and showing them around the facility. We must demonstrate to them that we really do consider new people important to the functioning of the battery. They must be convinced, by our actions, that we value them and want them in the unit.

A copy of the program described above is available upon written request to the following address:

SFC D. J. Netterfield, WY ARNG
Chief of the Firing Battery
Battery B 3/49th Field Artillery
1804 Elk Street #63
Rock Springs, Wyoming 82901



Sergeant First Class David J. Netterfield, chief of the Firing Battery, 3rd BN, 49th FA, Wyoming ARNG, discusses the successes of his unit sponsorship board.

SMP conference stresses concern, cooperation

**Story and Photos
by P. J. Roberts
Columbus DRC**

"SMP" "PMS" The letters stand for "Simultaneous Membership Program" and "Professor of Military Science," respectively; and ironically enough, the function of each is also an integral part of the other.

The Professor of Military Science plays a major role in the Army's Simultaneous Membership Program. The program, in turn, greatly aids the professor in filling the ranks of the ROTC unit on the college campus.

The SMP is, however, not fully understood by all PMS, Reserve and National Guard unit commanders, or recruiters, and so has not been used to its maximum potential.

A meeting was held in Columbus, Ohio, recently which may change the currently limited status of the program.

The meeting was called to bring the various entities involved in the SMP together, to go face-to-face, to find out what kind of opportunities are available; and what it does for the PMS, the Reserve and National Guard unit, and the recruiter; and how they can complement each other.

Lieutenant Colonel Robert B. Franklin Jr., commander, of the Columbus DRC, presided over the meeting, explaining the basic program and outlining the benefits for all parties involved.

He said that essentially the SMP is designed to increase the number of officers entering the National Guard and Army Reserve from the ROTC program. SMP allows a soldier to serve in the National Guard or Army Reserve while enrolled in the Advanced ROTC program on the college campus.

A program member attends unit drills and receives all entitlements for attending drills while performing du-

ties similar to those of a second lieutenant, officer trainee.

The ideal participant is the 17-year old high school junior who enlists in the Reserve Component and begins to accrue longevity for pay. Ninety days prior to basic training, he starts attending the monthly drills and receives drill pay. After attending basic training during the summer, he returns to high school in the fall and attends monthly drills throughout his senior year.

The summer following high school graduation, he completes his Advanced Individual Training, then enters college in the fall, enrolls in the SMP and completes Advanced ROTC Military Science courses III and IV during his freshman and sophomore years. He is then commissioned after his sophomore year and continues in the Reserve Component for the next two years, meeting a portion of his obligation as a second lieutenant (with officer pay) while completing college.

Franklin has been using the program for approximately seven months and talked about how it has opened doors for him which were previously closed.

"SMP has been breaking the doors down for me," he said. He explained, for example, that many schools have refused to administer the Armed Services Vocational Aptitude Battery (ASVAB). "But," he pointed out, "you can use the SMP to sell the ASVAB."

He stressed convincing the school counselor that the ASVAB should be given in a student's junior year, because, "If we ASVAB during the junior year the guidance counselor can use that information to steer a young person toward a good college prep curriculum."

He feels the program is beneficial to everyone involved because:

- "For Army recruiters, it's a sales

tool;

- "for the Reserve and National Guard, it gets good quality;
- "for the PMS, 500 recruiters (statewide) should make your job somewhat easier."

Franklin introduced LTC Walter Harman, the PMS at Ohio State University and "father of the SMP" in the Columbus area. Harman, a wiry, energetic man, needed no prompting and he enthusiastically explained the program from the standpoint of the PMS at a major university.

Some key points which Harman stressed were:

- It is not critical that the recruiter be on campus if ROTC is recruiting for you.

- a recruiter does not have to recruit for any particular school. A person can attend any school as long as he is in an associate degree-producing program and is willing to commute to a school with an ROTC Advanced program.

- The individual's academic field does not have to track with his job in the Reserve or National Guard.

Following Harman, SFC Jay Thompson, the college recruiter for the Columbus South Area, outlined his approach to the program and underscored the close working relationship which he enjoys with ROTC personnel at OSU and the Reserve and National Guard units in the Columbus area. He, too, strongly emphasized the importance of communication.

Captain Judy Mackey and Lieutenant Gary Barnes of the 83rd Army Reserve Command (ARCOM) in Columbus then explained the Reserve unit's part in the program.

Again, communication was a key factor to the success in the Reserve's role. Barnes emphasized the importance of establishing a point of contact at each and every Reserve or National Guard unit.

- Credibility is a must. "It is important that the unit commander and the PMS communicate," he said.

Harman looks upon the program as being purely positive because, "You are causing a kid to stay in school," he explained. It is a viable sales tool as "Counselors and moms and dads are

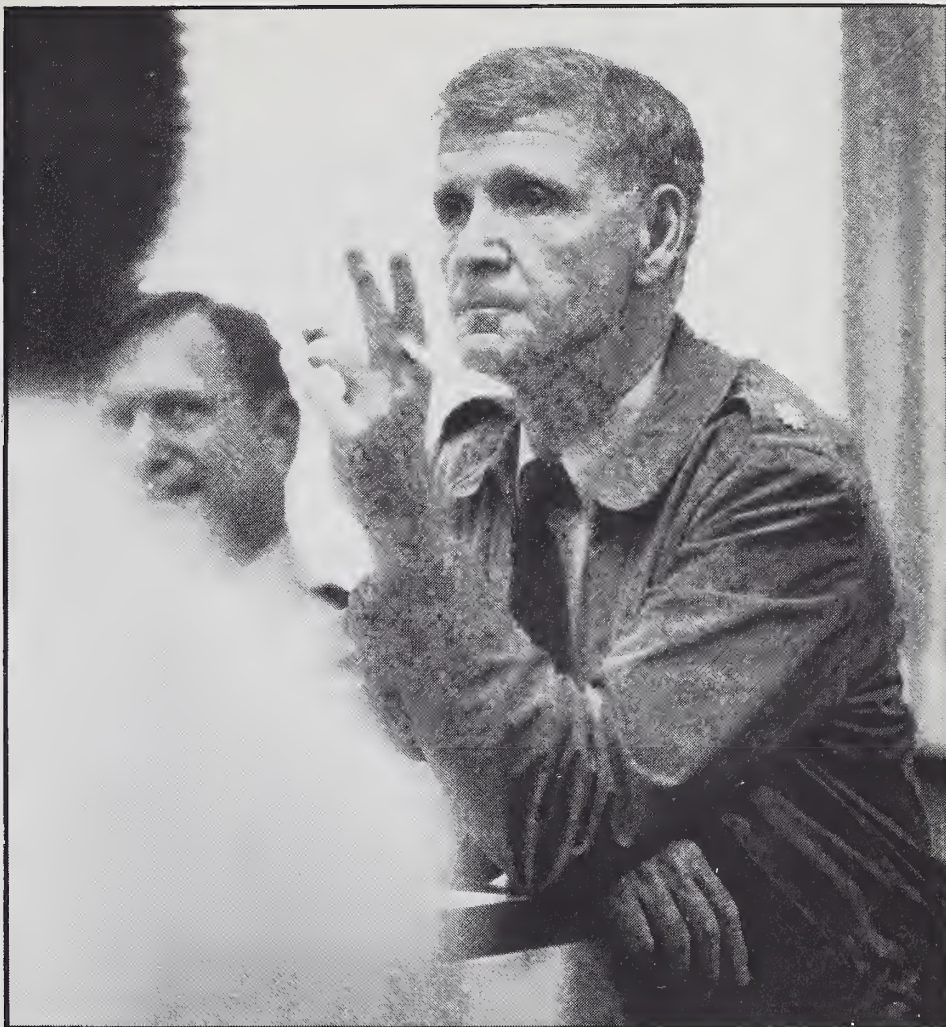
buying it and," he added, "we can sell it in good faith."

He advised that recruiters encourage prospects and their parents to look toward the future, pressing the point that a resume with education and experience is more valuable than a diploma alone. He said, "Tell the parents that we are going to increase their son's or daughter's hireability, because they will have two years of experience as a manager." (referring to the student's last two years of college as an officer.)

The conversation then turned toward professional concern and empathy for the individual in the program at which point Harman added, "It is important that unit commanders and PMS communicate," alluding to small problems which can grow out of proportion and turn an enlistee off, things such as pay problems and slow paperwork.

"If that kid is happy about the Army," said Harman, "he is going to give you referrals."

General consensus is that SMP is a very complex program and it will require the cooperation of many people to make it work successfully. But it will work. And it will benefit everyone involved.



Sergeant Major Willie Chappel of the University of Dayton ROTC unit uses humor to make his point during a recent SMP conference, at left. Above, LTC Walt Harman, professor of military science at Ohio State University, answers SMP questions. Below, Harman, "father of the Columbus area SMP" receives an award for his efforts from LTC Robert Franklin Jr, Columbus DRC commander.





TRAINING REALISM, NCO initiative, imagination and a fair amount of old-fashioned fun were the ingredients of a mock war between 303d Military Police Company, Army Reserve, of Jackson, MI, and Army ROTC cadets from Michigan State University, East Lansing.

Highlight of the exercise was a night-time attack on the 303d's bivouac by a cadet Ranger unit. The MPs reportedly were particularly enthusiastic about trying to capture **Cadet Steven M. Strait**, who is also a member of the 303d under the Simultaneous Membership Program (SMP).

A devious scheme was concocted by the 303d's training NCO, **Sergeant First Class Frederick Strickrodt**. A generator was left running on a hill near the company bivouac to lure the cadets to the wrong place. It worked. The MPs retrieved the machine just before the expected attack, and heard firing a few minutes later as the cadets attacked the now empty hill. It took an hour for the cadets to regroup and attack the right objective.

In other training, the cadets tackled four major tactical leadership problems, with the MPs acting as aggressor to make the problems more difficult. For example, one problem was to return to a bivouac area for resupply. An MP sniper repeatedly harassed the cadet squad. After resupply, as the cadets returned to the start point, a four-man MP team ambushed them.

Both sides reported being impressed with the joint effort.

"I never realized cadets received such training," commented the 303d's Strickrodt. "I thought for officers, training was done in classrooms and out of books. This FTX really changed my opinion."

For their part, the cadets said they had really been challenged by the MPs. To show appreciation for the Reservists' support, they invited 303d soldiers to a cadet picnic.

The idea for the joint training came from the 303d, which has personal links with MSU. Former 303d commander **Captain Clarence Terrill** and current commander **1st Lieutenant Diane M. McCormic** are both MSU graduates. Besides Strait, another MSU ROTC Cadet, **David B. Jones**, belongs to the 303d under SMP.

Terrill proposed the idea to the ROTC unit as a way of building rapport between Reserve and ROTC and persuading cadets to consider service in Reserve units as a real military career option. (Harry Noyes, 300th MP Command)

A SAN ANTONIO HUSBAND-WIFE TEAM who spent

a few years in the Army as enlisted persons will become officers through a unique program that allows them to be



Harry and Debra Trumbull, husband and wife team in San Antonio, TX, are members of both the Army ROTC program and the 90th Army Reserve Command under the Simultaneous Membership Program.

in the Army Reserve and ROTC simultaneously.

Harry and Debra Trumbull are participating in the ROTC Simultaneous Membership Program. They are enrolled in the ROTC program at the University of Texas at San Antonio, and are members of the 351st Army Security Agency Company at Ft. Sam Houston.

Harry, 26, a native of Ridgeway, PA, spent seven years in the Army before deciding that he wanted to go to school to study criminal justice.

He had risen to the rank of staff sergeant with service at Ft. Devens, MA, Augsburg, Germany, and Kelly AFB.

Debra, 23, who ended her active duty after three and a

half years, said she learned about the SMP during freshman orientation at UTSA. "I thought it sounded like a really good program, and I told my husband."

Harry started the program last January. He said he enjoys the program and plans to apply for a Regular Army commission with the possibility of returning to active duty as an officer.

Although he is a freshman academically at UTSA, he is a junior in ROTC because of his previous Army experience. He is executive officer in the Marion Guard, a unit similar to the Rangers.

His wife, a psychology major, is commander of the freshman company. She said her adjustment from the Army to being a student was "difficult at first because I had to learn to tolerate others who were just learning things I already knew."

In addition to spending several hours per week with the ROTC program, the Trumbulls are members of the Army Reserve unit which meets one weekend a month. Under the SMP, they are assigned to officer slots. They receive pay as E5s or higher. In Harry's case, he already was an E6, so he is paid as an E6, and Debra, a specialist five, receives E5 pay.

"The training we are receiving in the Reserve complements what we are getting in ROTC," Harry said. "The ROTC sticks mostly with combat arms, and the Reserve experience gives us more training with jobs Reservists actually perform. We are learning by doing."

The Trumbulls both attended ROTC summer camp last summer at Ft. Riley, KS, where he finished fifth in a group of 43 and she placed 12th out of 47. They both have been named Distinguished Military Students at UTSA and have been recommended for RA commissions.

"They both are superb students who have a positive influence on the other less experienced students," said **MAJ Dan Goodman**, their instructor. "Their active duty experience and their Reserve Training have proven beneficial in their ROTC performances."

The Trumbulls, who have been married two and a half years, live on their government checks. They each receive about \$100 a month from Army Reserve, \$100 a month from advanced ROTC, plus the GI Bill.

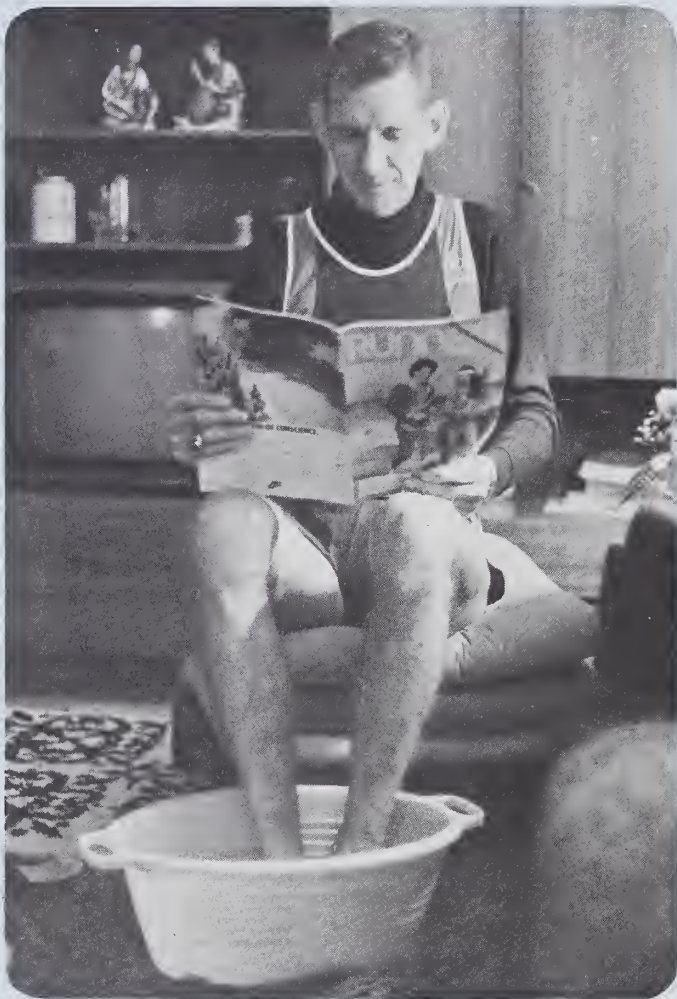
In the event of mobilization for war or national emergency, the cadets will be treated as officers or potential officers. Cadets may be commissioned and mobilized with their units or be provided additional training prior to commissioning. (Gene Murray, 90th ARCOM)

WHAT'S AN OLD MAN like him doing running around

with kids? Beating them, that's what!

Forty-six-year-old long distance runner **Clyde Downs**, Ft. Ritchie's command sergeant major, fails to recognize the difference — even if his body does.

Down's most recent feat occurred in the 18th Annual JFK 50-mile Run. In competition with an unofficial 383 runners, Downs finished 22nd. In his age class (40-49) he came in second.



Command Sergeant Major Clyde Downs cools his marathon feet.

Contestants, competing in four age brackets, open; 30-39; 40-49; and over 50; took anywhere from 6:14:02 to just under 14 hours to complete the trek. Downs covered the distance in 7:27:29.

"Every bone in my body was sore," Downs said.

Yet somehow the soreness isn't as bad when you're a winner. (Terry Lucarelli, Ft. Ritchie PAO)



in the ALASKA NATIONAL GUARD and move ahead



Pope John Paul II "moves ahead with the National Guard" during his recent visit to the 49th State. To the Pope's right is Francis T. Hurley, Archbishop of the Anchorage Diocese and host for the occasion. During arrival and departure ceremonies at the airport, the Alaska National Guard's recruiting van was used as a platform for television cameras thus providing the background for this photo.

NATIONAL GUARD SUPPORT helped assure that **Pope John Paul II's** recent short visit to the 49th State was incident-free.

Although church and city officials declined to set an absolute figure, estimates of the people that turned out to see the pontiff ranged from 40,000 to 80,000. All agreed that at least 10% of the State's population was on hand to welcome him.

As part of the community effort to receive the distin-

guished visitor, Guardsmen provided a number of services. Alaska's **Governor Jay Hammond**, ordered fifty Guardsmen from the Army and Air Force to State Active Duty at the request of **Mayor George Sullivan**. They served as a reserve force backing up the Secret Service, State Troopers and Anchorage Police.

In addition, firefighters and equipment and medical technicians with their ambulance were on duty at Anchorage International Airport to render assistance if it had been needed.

Guardsmen also assisted local volunteers in setting up barricades, both at the airport and downtown.

Most noted, however, was the Guard's recruiting van which served as a platform for television cameras during the arrival and departure of the Pope at the Anchorage airport. Normally the van is used as a shooting range and draws a great deal of attention at area schools, fairs, open house programs and athletic events. (Bill Mack, Alaska National Guard)

WHEN MIDWEST REGION COMMANDER Colonel Stephen A. Glick visited the Alton RS in Alton, IL, recently, **Sergeant Lucky Denson** found a way to make him welcome and promote Army visibility at the same time. He contacted local Burger Chef manager **Greg Vaughn**, who agreed to Denson's request that a special welcome message be placed on the restaurant's sign.



When Glick was driven past the Burger Chef, he saw the message: "Alton Welcomes COL Stephen Glick, MWRRRC CDR." (Chris Phillips, St. Louis DRC)

THE ST. LOUIS DRC GOT A POWERFUL LIFT from four Army athletes who gave sports clinics at a total of 11 high schools. The athletes were powerlifter **Sergeant Thomas Haynes**, bodybuilder **Specialist Five Norberto Quinata**, long jumper **Sergeant Sonny Collins** and high jumper **Private First Class Harry Premus**.

The athletes separated into two teams, one emphasizing track and field and the other weightlifting. Their presentations mixed demonstrations of their sports with valuable safety and training hints.

All four men are outstanding athletes in their respective field. Haynes has taken first place in three major powerlifting contests in the 242-pound class. Quinata is the 1980 "Mr. Southwest". Collins holds a number of Army records with long jumps of up to 24 feet. Premus holds the Georgia state record with a high jump of 7 feet 2 inches, which qualifies him for the 1984 Olympic trials.

The weightlifting clinicians appeared before more than 2200 students. Haynes demonstrated the three lifts of powerlifting — the bench press, squat, and dead lift. Quinata did a posing routine for the students, his body coated with oil. Then both soldiers demonstrated strength-building exercises that students could use to develop their bodies. The weightlifters were greatly

appreciated by students and faculty alike. Their efforts gained recruiters nearly 60 leads, four of which have already become enlistments. (Chris Phillips, St. Louis DRC)

Sergeant Thomas Haynes demonstrates the dead lift, below. At right, SP5 Norberto Quinata poses at Dupu High School.



USAR BENEFIT BITS

Veterans opportunities

Veterans with existing military skills are needed by the Reserve and National Guard. You can retain rank last held while on active duty and therefore

qualify for a higher rate of pay on your monthly drill and annual training checks.

Qualified veterans have the oppor-

tunity to receive college tuition assistance plus any federal GI bill benefits to which they are entitled.

Retirement

Law affects retirees

Under a new benefit option for Reserve Component personnel, retirees may now provide death benefits to their survivors, payable even if they die before age 60.

This change in the Military Survivor Benefit Plan (SBP) provides three options; two of them brand new.

Retirement-eligible Guardmembers may elect:

(A) No change from the old plan. The Guardmember may decline to make a selection for or against SBP coverage until he or she reaches age 60. If this option is chosen, no survivor coverage will be available during the years between attaining retirement eligibility and reaching age 60.

(B) Under the first new option, the Guardmember may elect to provide a

survivor benefit annuity, payable on the date he or she would have reached age 60, if death comes before that time.

(C) Under the second new option, the Guardmember may choose to have the survivor annuity made payable on the date of death, regardless of whether death occurs before or after age 60.

Whoever heard of a pension?

Chances are retirement is about the last thing on your mind right now.

But one of these days, it'll probably be the foremost thing on your mind.

So now's the time to realize that you will be entitled to a government pension and retirement plan if you've completed 20 years of creditable service in the Reserve and National Guard.

Moreover, your retirement benefits are completely "portable." Regardless of how often you move or switch units, you can still earn retirement credits... Just try switching jobs and see if your new employer allows you retirement credits earned with your last employer!

It's hard enough to believe that a retirement program for a part-time job even exists. One so flexible that offers so much security — as much as \$30,000 in cash value alone. And our premiums are the lowest you can pay.

None.

But that's only the beginning. Here's a brief summary of all your retirement benefits:

Before age 60 you will receive:

- Officer and NCO Club Membership eligibility.
- Space available travel (in uniform) within the US including Alaska, Hawaii, and Puerto Rico.
- Indefinite retention of Commissions.
- Wearing of uniform on appropriate occasions.
- Post and Base Exchange Privileges (while on Drill or Other Official Training Duty Status).

After age 60 you will receive:

- Retirement Pay.
- Medical treatment and hospitalization for yourself and dependents (space available basis).
- Dental treatment. Dependents are authorized routine dental care outside

the US and at installations within the US where adequate civilian facilities are not available. Emergency dental care and treatment are authorized for dependents worldwide.

- Care at VA Facilities (retired only).
- Post and Base Exchange and Commissary privileges.
- Officer and NCO Club membership.
- Space available travel, including overseas.
- Use of Military Clothing Sales facilities.
- Legal and veterinary services.
- Use of Post, Camp, Station, and Base facilities.

If you're thinking about giving up the Guard, think about all you're giving up. Keep the most important part-time job in America!

Let's talk money

A Guardmember's drill pay can mean a new set of skis, a car payment, a saving's bond, or a well balanced budget.

But no matter what it's used for, drill pay is one of the reasons most often cited for staying in the Guard.

Pay for a weekend's work can mean anywhere from \$66 for a private to over \$200 for a major. Most Guardmembers, however, average about \$100 a pay during their first six-year hitch.

There are other benefits that are not included in that figure. When meals, uniforms, and medical and dental care while on active duty are included, it's easy to see how quickly Guard benefits accumulate.

Guardmembers are paid well for their skills, but they earn every penny in jobs that are far more demanding than most others.

How is a Reservist paid?

Air and Army Guardmembers receive one day's pay for each four-hour drill period, based on their grade and years of service.

How it adds up

For men and women who take up a part-time job, working in the Reserve or National Guard adds up to a good deal. Use the following check list to compare it to other part-time jobs.

Does the job guarantee at least \$60 a weekend as a starting salary?

Will you usually work one weekend a month, and two weeks in the summer with the employer buying all of the meals during the work period?

Will you be told months in advance of the work dates?

Will you receive regular promotions and pay increases for your length of employment?

Can you receive free college tuition at the expense of your part-time employer?

Will you be given \$300 worth of clothing to wear during your work period, clothing that's replaced as it's worn out?

Will you be covered by \$20,000 worth of life insurance full-time at a cost of only \$3.00 a month?

It's tough for most employers to meet these exacting standards. But

that's the way the Guard and Reserve keeps good people.

It's a good deal.

New Enlisted Pay Tables

EFFECTIVE OCT. 1980

PAY GRADES	YEARS OF SERVICE	MONTHLY PAY RATE	DAILY PAY RATE	MUTA-4 PAY RATE	15 DAYS ANNUAL TNG	BAQ RATES WD
E-1 PV1	-02	501.30	16.71	66.84	250.65	179.70-month
E-2 PV2	-02	558.60	18.62	74.48	279.30	179.70-month 5.99-day 89.85-AT
E-3 PFC	-02	580.50	19.35	77.40	290.25	179.70-month
	+02	612.30	20.41	81.64	306.15	5.99-day
	+03	636.90	21.23	84.92	318.45	89.85-AT
	+04	662.10	22.07	88.28	331.05	
E-4 CPL	-02	603.60	20.12	80.48	301.80	206.10-month
SP4	+02	637.50	21.25	85.00	318.75	6.87-day
	+03	674.70	22.49	89.96	337.35	103.05-AT
	+04	727.20	24.24	96.96	363.60	
	+06	756.00	25.20	100.80	378.00	
E-5 SGT	-02	827.90	20.93	83.72	313.95	234.30-month
SP5	+02	683.40	22.78	91.12	341.70	7.81-day
	+03	716.40	23.88	95.52	358.20	117.15-AT
	+04	747.60	24.92	99.68	373.80	
	+06	796.50	26.55	106.20	398.25	
	+08	828.90	27.63	110.52	414.45	
	+10	862.20	28.74	114.96	431.10	
	+12	893.70	29.79	119.16	446.85	
	+14	910.20	30.34	121.36	455.10	
E-6 SSG	-02	715.20	23.84	95.36	357.60	255.00-month
SP6	+02	779.70	25.99	103.96	389.85	8.50-day
	+03	812.40	27.08	108.32	406.20	127.50-AT
	+04	846.60	28.22	112.88	423.30	
	+06	878.10	29.27	117.08	439.05	
	+08	910.20	30.34	121.36	455.10	
	+10	943.50	31.45	125.80	471.75	
	+12	992.10	33.07	132.28	496.05	
	+14	1023.30	34.11	136.44	511.65	
	+16	1056.30	35.21	140.84	528.15	
	+18	1072.20	35.74	142.98	536.10	
E-7 SFC	-02	828.00	27.60	110.40	414.00	277.20-month
PSG	+02	893.70	29.79	119.16	446.85	9.24-day
	+03	927.00	30.90	123.60	463.50	138.60-AT
	+04	959.10	31.97	127.88	479.55	
	+06	992.10	33.07	132.28	496.05	
	+08	1023.30	34.11	136.44	511.65	
	+10	1056.30	35.21	140.84	528.15	
	+12	1089.00	36.30	145.20	544.50	
	+14	1138.20	37.94	151.76	569.10	
	+16	1170.60	39.02	156.08	585.30	
	+18	1203.60	40.12	160.48	601.80	
	+20	1219.20	40.84	162.56	609.60	
	+22	1301.10	43.37	173.48	650.55	
	+26	1462.80	48.76	195.04	731.40	
E-8 MSG	+08	1185.90	39.53	158.12	592.95	297.90-month
1SG	+10	1219.20	40.64	162.56	609.60	9.93-day
	+12	1251.60	41.72	168.88	625.80	148.95-AT
	+14	1284.30	42.81	171.24	642.15	
	+16	1317.90	43.93	175.72	658.95	
	+18	1348.50	44.95	179.80	674.25	
	+20	1381.50	46.05	184.20	690.75	
	+22	1462.80	48.76	195.04	731.40	
	+26	1626.00	54.20	216.80	813.00	
E-9 CSM	+10	1413.60	47.12	188.48	706.80	322.50-month
SGM	+12	1445.70	48.19	192.76	722.85	10.75-day
	+14	1478.40	49.28	197.12	739.20	161.25-AT
	+16	1512.60	50.42	201.68	756.30	
	+18	1546.20	51.54	206.16	773.10	
	+20	1576.20	52.54	210.16	788.10	
	+22	1659.30	55.31	221.24	829.65	
	+26	1820.40	60.68	242.72	910.20	

"GIVE ME ONE GOOD REASON WHY I SHOULD REENLIST IN THE ARMY RESERVE!"



With the help of your fellow Reservists
We'll give you a dozen (or more) great ones.

**MSG Len Breckler
HQ USAREC**

Beginning this summer and extending through the remainder of 1981, several new RPIs will be dropping into the hands of recruiting and retention people to help tell the Army Reserve story.

Pictured on this month's *all VOLUNTEER* cover is the first in this series, Reserve emblem used on RPI 763 (In-Service Recruiter folder). In-Service recruiters have received their

stockage of this RPI. This folder was designed to be a particularly eye-catching device for providing information about USAR opportunities to soldiers nearing the end of active duty tours.

The brochure, "Give me one good reason why I should reenlist in the Army Reserve," (RPI 448) explains the main benefits for people who reenlist in the Army Reserve. Using the actual words of a group of Reservists, this RPI highlights extra income, com-

missary and PX privileges, and other reasons that have influenced soldiers to reenlist.

Available for ordering by recruiting and retention people this summer will be half size versions of two popular iron-ons, "My Dad works for my Uncle part time" and "My Mom works for my Uncle part time." The numbers on the half size RPIs are 434 and 435.

"Understanding the Army Reserve," a brochure originally printed and distributed earlier this year by the Chief,

Army Reserve, has been reprinted and will be available as RPI 447. This is the first generalized look at what a typical USAR unit is involved in throughout the year, and as such, is expected to be a popular item. Using photos from several specific sources, the brochure conveys a general idea of what a USAR unit does. It is also scheduled to be used in a direct mailing to civilian supervisors of USAR troop program unit members this summer.

Under the name of RPI 759 is a brochure that covers the who-what-where-when-why-how of the Simultaneous Membership Program that is open to students interested in the extra money and advantages of both USAR unit membership and ROTC in college.

One of the most popular items should be the large poster, "Your country needs your experience. Serve in the US Army Reserve." The people who have seen the press proofs of this RPI, numbered 423, called the graphic treatment of it striking. Thirteen USAR members from the 86th ARCOM in Chicago are pictured in various uniforms under a very large and impressive depiction of the US flag in a breeze. This poster is seen as both a recruiting and retention piece. As a minimum, it is expected to be heavily used in USAR centers and by In-Service Recruiters.

These RPIs, coupled with what is already available should prove valuable to Army recruiting and retention people.

While RPIs are valuable as sales aids, what can be used to bring in leads from the world at large?

"It's nice to have all sorts of sales aids available," says MAJ David Ritterpusch, USAR deputy director for Advertising and Sales Promotion at USAREC, "but getting the name, address and phone number of qualified and interested prospects in the first place is where we're putting our

efforts."

You could say that the advertising industry has discovered the post office," Ritterpusch amplified. "Direct mail efforts underway and planned are going to have the most 'bang for the buck' in advertising."

Studies have shown that Army Reserve advertising dollars, carefully placed in direct mail marketing, produce the most economical leads for recruiters. Ritterpusch cited the "rifle vs. shotgun" approach like this: "An advertisement with a detachable coupon in a general interest magazine is seen by a lot of people, including many who are not ready or qualified for Reserve membership by way of age, interest and any other number of factors. We waste the dollars it takes to reach these people.

"By contrast," Ritterpusch said, "we know who is taking us up on our offers, and we can mail directly to their peers. We know that students — high school juniors, high school seniors and people in college — find the part-time soldiering in the Army Reserve to be appealing and it can fit into their schedules. The money they earn from Reserve service isn't bad, either.

"Through N. W. Ayer, we buy mailing lists of our target audience and send each one a letter telling them what we offer. It's as simple as that."

Ritterpusch explained that since the USAR mission is broken roughly into two halves, prior service and non-prior service, the same type of efforts are directed against the prior-service market.

"People who are discharged from active duty and who have a remaining military service obligation, automatically become members of the Individual Ready Reserve," Ritterpusch said. "We can obtain lists of these former soldiers, make mailings to them explaining our offer, urging them to join a Troop Program Unit. Those who respond have a definite interest in some part of the USAR offer, and

these responses trigger a REACT lead card.


"We expect that, when this year's figures are all in, we may derive 185,000 leads from our direct mail efforts," Ritterpusch said. "This would match last year's total number of leads from all sources combined."

Every direct mail lead, according to Ritterpusch, should receive high priority in the recruiting station because, "the recipient of the letter was motivated enough to sit down, fill out the card, and mail it back to us. They're ready to be sold.

"Moreover, in most cases, direct mail leads come from individuals in market segments the USAR has a great deal to offer." Ritterpusch particularly recommended the high school juniors responding to direct mailings and the IRR members responding to direct mail. In the former case, the response rate is running two to three times higher than for high school seniors.

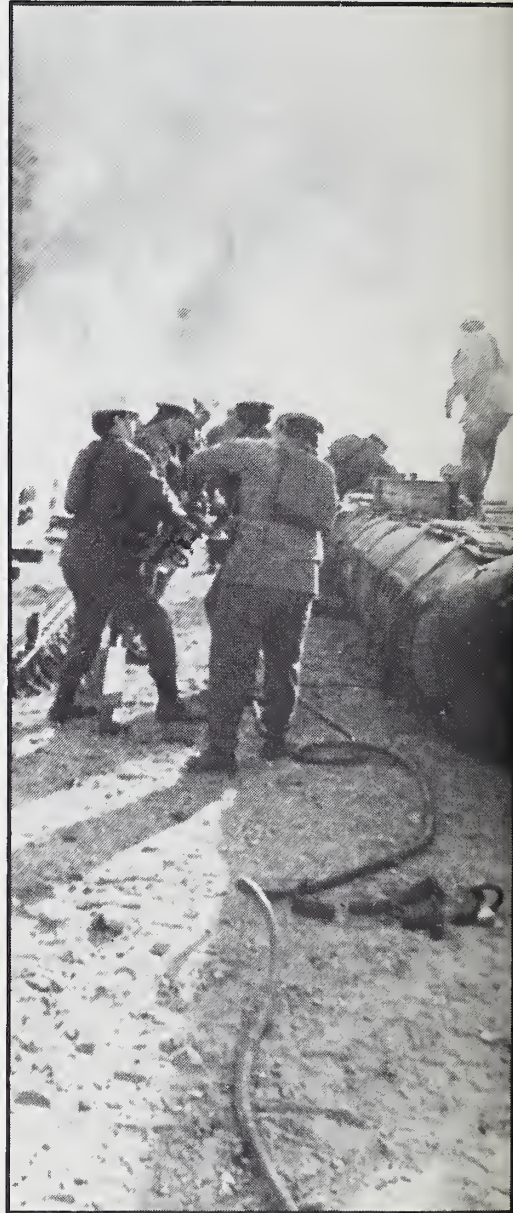
"Juniors are virtually an untapped market and the competition for them is much less than for high school seniors," Ritterpusch emphasized. "Given the Army Reserve's excellent product qualities for the juniors, this should be a profitable market for USAR recruiters.

"The IRR member direct mail response is important because it tells the recruiter which of the persons on his IRR list are most likely to join the USAR immediately. This means that the recruiter can figure out which 10 to 15% of his IRR list to process first. This should help each recruiter maximize the return on his time."

Each station commander receives a copy of each direct mail package just before the people on the list receive it. Knowing when a package is mailed enables each recruiter to figure when quality lead cards will begin dropping out of REACT mailing envelopes. 



Showing signs of strain early on (right) the 652nd managed to keep on going to defeat the odds and their active duty counterparts in the M4T6 Five Float-Reinforced raft building competition.



Better bridge built by busy

by SFC Ron McCumber
Ft. Leonard Wood PAO

The "One Army" concept is not only alive and well but, competing vigorously at the Army Engineer's Training Center, Ft. Leonard Wood.

The 652nd Engineer Company (Float Bridge), Army Reserve, Ellsworth, WI, shaved three minutes from its own 1979 record to become the 1980 champion of the M-4T6 Five-Float Reinforced Raft building competition conducted at Ft. Leonard Wood. The Army Reserve unit was followed closely by Company E, 682nd Engineer Battalion, Minnesota National Guard, Hutchinson, MN, which tied the 71-minute 1979 record.

First Sergeant Richard Madsen, Ellsworth, WI, expressed the pride that was visible throughout the 652nd, "If we had all new equipment and a week to practice with this bridge, I have no doubt that we could complete the task in 55 to 58 minutes. We're going to break the one hour mark next year."

Active Army units participating in the competition were Company A, 5th Engineer Battalion, Ft. Leonard Wood, which completed the task in 85 minutes and the 522nd Engineer Company, Ft. Knox, which built the raft in 75 minutes under rainy conditions.

A platoon of the 224th Engineer Battalion, Iowa National Guard, Burlington, was competing for the first time and completed the bridge in 90 minutes.

What was accomplished by this inter-Army competition? SFC John Richman, National Guard Adviser, Ft. Snelling, MN, expressed his feelings, "The competition builds esprit de corps and pride within the units. I'd really like to see the first and second place units, side by side, with new equipment competing against each other. We'd have a contest then!"



back-up battalion

USAR membership offers security

by Laddie Hirsch
RCPAC

One obvious benefit of membership in the Army Reserves is reserve pay, a reliable second income of great significance in these inflationary times. The Army Reserve offers job security — no lay-offs because business has fallen off. Moreover, few civilian employers offer their part-time help the opportunity for advancement, pay raises on a regular basis or other fringe benefits. Latest estimates indicate a reservist will earn approximately \$50,000 over a 20-year career.

Any reservist who has completed less than eight years of total military service is eligible for a reenlistment bonus.

This bonus is only available for reenlistments of either three or six years. The maximum bonus is \$1,800 for a six-year reenlistment or \$900 for a three-year reenlistment. The six-year reenlistee is eligible to receive a lump sum of not more than \$900 at the time of reenlistment followed by annual payments of as much as \$150 after completing each year of satisfactory reserve service. The three-year enlistee gets a lump sum of not more than \$450 at the time of reenlistment with subsequent payments of not more than \$150 after each year of satisfactory reserve service.

A reservist is entitled to one day of post exchange privileges for each day of drill. The PX may have the best prices to be found on some items. Purchase days at the PX are at the reservist's convenience and children of reservists are allowed in the PX when accompanied by a parent. During annual training and other short periods of active duty or duty for training, a reservist's spouse has unlimited use of the PX with a letter of authorization from the reservist's commanding officer.

Commissary use

Reservists' use of the commissary is limited to the periods when they are at annual training or on other periods of active duty, but it is unlimited during these periods. With a letter of authorization from the reservist's commanding officer, the reservist's spouse can stock up on non-perishable food.

Average savings obtained from shopping at the commissary rather than a commercial supermarket have been

estimated at 22 percent. Savings like these can make an enormous difference in the family food budget.

Reservists and their families have unlimited access to movies on military installations during drill weekends and other periods of active duty. General admission is about \$1 for adults and about half that for children. This new benefit extended to reservists can cut their cost-of-entertainment expenses when they live near an installation with a movie theater.

Another reserve benefit is the right to travel, on a space available basis, on military aircraft anywhere within the continental United States, Alaska, Hawaii and Puerto Rico. The space-availability status of this benefit demands that the reservist be flexible in scheduling a trip.

Survivor benefit plan

A recent change permits reservists, who have completed 20 years of service, to participate in the Survivor Benefit Plan before they actually start receiving retirement pay at age 60. A reservist may volunteer for the plan which provides a surviving spouse or other beneficiary up to 55 percent of the reservist's monthly retired pay. A participating member pays 2½ percent of the first \$300 monthly retirement pay and 10 percent of any amount above \$300 at the member's option. This premium is paid with deductions from the monthly retirement paycheck.

As a result of the new provision, the reservist may participate in the plan as before, beginning at age 60, or select one of two other options, both of which must be started within one year of reaching retirement eligibility. In the first option, the survivor annuity is payable on the date the member would have attained age 60 or the date of death, if after 60. Under the second option, the annuity begins on the date of death regardless of whether it is before or after age 60.

Full-time Servicemen's Group Life Insurance is available for participating Ready Reserve personnel and for certain Retired Reserve Control Group personnel. Reserve personnel who are assigned to USAR units in pay status are eligible for full-time SGLI coverage. Individuals transferring from USAR units to Individual Ready Reserve (IRR) Control Groups or to the Retired Reserve Control Group have coverage for 120 days after reassignment.

Certain members of the IRR are also eligible for full-time SGLI coverage. Any member of an IRR Control Group who is attached for inactive duty training without pay to any organization that schedules at least 12 inactive duty training assemblies each year is eligible for full-time SGLI coverage.

IRR members not eligible for full-time coverage under any provisions indicated above, but who have 20 or more qualifying years for retirement or individuals assigned to Retired Reserve Control Group who have more than 20 qualifying years for retirement but have not been certified for retired pay or have not reached age 61 are eligible for full-time SGLI coverage.

Tax deductions

Reservists are entitled to tax deductions for certain expenses associated with inactive duty drills. Allowable deductions include those for transportation directly between civilian work and drill if the reservist is not required to stay overnight. Meal expenses, lodging expenses and round-trip transportation expenses are allowed if the individual is required to stay overnight.

Other allowable deductions include short-hair wigs, which have no civilian use, worn by reservists to comply with military grooming regulations or haircuts obtained for the sole purpose of complying with military grooming regulations. Dues for membership in reserve-oriented organizations and contributions to unit funds made in compliance with military regulations are deductible. Any unreimbursed tuition and textbooks for education taken to maintain or improve the reservist's skills or to meet express requirements of the armed services is also allowable.

The Tax Reform Act of 1976 authorizes members of the reserves to set up tax-deferred Individual Retirement Accounts (IRAs). The act allows reservists to deposit money in IRAs in any year in which they have 90 or less training days, up to a maximum of \$1,500 per year or 15 percent of income, whichever is less. Reservists with an unemployed spouse, however, may deposit up to \$1,750 per year in a joint account or \$875 per year in two separate accounts.

Personnel management

With 44 percent of the Army's mobilization requirement composed of reserve personnel, the importance of the modern day "citizen-soldier" is readily apparent. The Officer Personnel Management System — United States Army Reserve (OPMS-USAR) is designed to ensure Congress and the Department of Defense that Army Reserve officers will be adequately trained for mobilization when required. To this end, all career reserve officers have a readily available Personnel Management Officer (PMO) to provide training and development guidelines and to audit the reserve officer's duty performance.

The objectives of OPMS-USAR include the development and training of officers, in the right numbers with the right skills, to meet the "One-Army" mobilization

requirement; providing officers with a personal, professional development plan that includes rotational assignments within the Ready Reserve; and improving the training, motivation, professional satisfaction and retention of officers in the Army Reserve.

The OPMS-USAR has as its counterpart, the Enlisted Mobilization Training and Management System (EMTMS-USAR), a centralized management system for enlisted reservists assigned to the IRR. Each enlisted reservist has his or her own personnel management NCO to help the individual plan a reserve career. Like the PMO, the PMNCO for enlisted reservists is located at RCPAC in St. Louis, MO.

EPMS-USAR is especially vital in the IRR because the entire IRR enlisted force is required within 30 days after mobilization. Counterpart training is also used to improve and sustain the skills of IRR enlisted members. Counterpart training is the attachment of reservists to active component units to serve in their primary specialties.

EMTMS-USAR provides the IRR enlisted member the advantage of centralized management and demonstrates concern for the development of the non-unit soldier whose current role in the Nation's defense is unprecedented.

Retirement benefits

After a reservist begins receiving retirement pay, his or her legal dependents are eligible for medical care at military medical facilities. In some cases, medical care may be authorized at a civilian hospital for which the Army pays a major part of the cost.

When facilities are available, the retired reservist can receive unlimited dental care. There are restrictions on the amount of care extended to dependents.

Retired reservists and their spouses can make as many trips to the PX and or the commissary as they like at any time convenient for them.

Retired reservists are eligible to travel on military aircraft, on a space-available basis, anywhere in the world. Their dependents may go along on trips outside the continental United States. Retired reservists also are eligible for membership and unlimited use of the officers' or NCO's club. Additional benefits available to these reservists include legal assistance, veterinary aid, use of recreational and other facilities on military posts and use of military clothing sales facilities.

There are other important benefits which reservists enjoy although they are less tangible. Reservists provide an invaluable service to their community and their country. There's a proud feeling among the reservists because they understand the significance of their role as part of the national defense team. This feeling of pride can't be translated into dollars and cents, but it's just as important as any other benefit in belonging to the Army Reserve. It's good to be part of the team that protects our nation and the way we live.





Reserve journalists needed

The Army Reserve is looking for experienced Reserve journalists to serve special short tours of duty at the Pentagon with the Public Affairs Office, Office of the Chief, Army Reserve.

According to Reserve officials, the tours will last from a few days to several weeks depending upon mission requirements and availability of funds. Enlisted journalists and officers through the grade of major are needed to

write articles for *Soldiers* and Army Reserve magazines and to prepare press releases.

Many of the assignments will involve field duty, and preference will be given to journalists who are also competent photographers.

Interested journalists should contact MAJ Dick Crossland at (202) 679-8619, Autovon, 227-8619. (OCAR)

Retirees to be pre-assigned

Didn't someone say old soldiers never die, they just fade away? Seems that statement doesn't have much meaning when it comes to today's Army retirees. They are much too important to our nation to let them "fade away". Both the Army and the retirees realize the need that will exist for their unique experience and expertise in the event of a future full mobilization.

To help meet this need, the Army hopes to preassign all qualified Regular Army retirees and certain Retired Reserve volunteers to active duty installations within the continental United States. They will be issued orders telling them when and where to report in the event of a full mobilization to assist in the efficient operation of CONUS installations while permitting reassignment of active duty soldiers for deployment or tasks inappropriate for retired personnel.

The Army began a pilot mobilization preassignment program last May by issuing preassignment orders to 1,102 Regular Army retirees in an attempt to find out retirees' reactions and help determine policy requirements and operational details for the total mobilization system. Also, FORSCOM began a Retired Voluntary Recall Pilot Program in April 1980 to provide pre-mobilization assignments to volunteer Regular and Reserve retirees living near Fts. Carson and Riley.

In October 1980, 10,000 retirees under 60 years of age were solicited for a joint services program to fill 2,626 positions in Armed Forces Examining and Entrance Stations (AFEES) throughout CONUS, Puerto Rico, and Hawaii.

Retirees needed were those with medical and administrative skills. Selected retiree volunteers assigned to AFEES would operate stations around the clock processing Reservists and recruits who are expected to respond

to a wartime call-up.

The reactions from the retirees contacted have been "very positive" according to a spokesman from the Army Reserve Components Personnel and Administration center. RCPAC is responsible for the mechanics of the program because it is the repository for all retiree records.

Those retirees who have responded to RCPAC concerning the preassignment program ask many questions, but seem supportive of the new program. They are interested for a variety of reasons. For example:

Many want to be recalled immediately. They apparently feel they can serve a period of active duty now and not be called to serve again until a mobilization is declared.

Others wonder about training, uniforms, transportation, and many other things that they haven't thought about since they retired. Some of the new "civilians" simply want to return to the Army. They do not want to wait for an emergency, but want to serve their country again starting right now.

Retirees share a sense of need, both for the Army and of the Army's need for them. They feel they were assets to the Army during their careers. Looking at the Army from the outside for the first time, they believe they can make a considerable contribution in the event of a national emergency. One retiree believes that there is no alternative but to use retirees to help meet the Army's manpower needs.

These retirees will be needed in a variety of positions throughout the Army in the event of mobilization. And they seem willing to make the sacrifice one more time if necessary. (Win Curran, RCPAC)

The "Top 100" Club



The following successful on-production recruiters have been selected for membership in the Commanding General's "100 Club." These recruiters contributed significantly to mission accomplishment during the second quarter and will receive a special certificate of recognition. The selection and order of listing of the top 100 recruiters was based on the number of incentive award points accrued during the second quarter. Competition will be on-going; shoot for membership — it's a great honor.

NAME	DRC
SFC Claburn, Hoyt C.	Albuquerque
SFC Baker, Melvin B.	Charlotte
SGT Diaz-Camacho, Alberto	San Juan
SFC Spillane, Harvey S.	Niagara Falls
GS-07 Menz, Ronald D.	Cincinnati
SFC Taite, Norvel Jr.	Jacksonville
SGT Perez-Rivera, Hector	San Juan
SFC Gatling, Mack A.	Cleveland
SSG Gramling, Bobby A.	Columbia
SFC Allen, Herman R.	Columbia
SSG Thomas, Bert E. Jr.	Raleigh
SSG Bridgens, Joan C.	Montgomery
SFC Lear, Elroy E.	Boston
SFC Doucet, Harold L.	Atlanta
SGT Schaller, Bruce L.	Los Angeles
SSG Machado, Ella L.	Columbia
SSG Roe, Steven W.	Nashville
SFC Saitta, Carl B.	Denver
SSG Johnson, Gayle	Jackson
SSG Poppitz, Michael D.	San Francisco
SFC Krenn, Joseph D.	Milwaukee
SSG Gardner, Dan M.	Sacramento
SSG Campbell, Ronnie Q.	Boston
SSG Croutear, Brian W.	Boston
SFC Gerard, Rolland K.	Minneapolis
SFC Wolfe, Thomas B.	Pittsburg
SSG Hutchings, Ernest F.	Cincinnati
SGT Petticolas, Samuel R.	Baltimore/Washington
SFC Van Ornum, Dennis K.	Sacramento
SGT Thomas, Linda F.	San Francisco
SGT Barnett, James A.	Cincinnati
SSG Dorrance, Oliver	Omaha
SSG Ellingson, Michael C.	Minneapolis
SSG Hewitt, James E.	Columbus
SFC Martin, Robert N.	Raleigh
SFC Tharpe, Billy F.	Albuquerque
SSG Lister, Dayton M.	Beckley
SGT Huffstickler, Ronald	Harrisburg
SFC Hartley, Richard L.	Salt Lake City
SFC Head, William F.	Nashville
SFC Kushmaul, Zan A.	Lansing
SSG Reed, Doris M.	Philadelphia
SSG Stoner, Ray	Omaha
SFC McGee, Bob W.	Nashville
SFC Hamilton, Milton E.	Columbia
SSG Anderson, Victor Jr.	Houston
SGT Hoffman, Leca A.	Des Moines

NAME	DRC
SGT Broxterman, David S.	Cincinnati
SSG Collis, Roger D.	Montgomery
SGT Gebhardt, Elroy A. Jr.	Des Moines
SSG Hooper, James T.	Denver
SSG Campbell, Urcle C. Jr.	Salt Lake City
SFC Colon, Neftali	Beckley
SFC McIntyre, Harold C.	Des Moines
SFC Warren, Joe L.	Louisville
SFC Alston, Louis	Atlanta
SSG Bryant, Max A.	Milwaukee
SGT English, Robert C	Atlanta
SFC Clews, Hedley V.	Baltimore/Washington
SSG Cotter, John S. III	Cincinnati
SFC Deal, Jerry L.	Charlotte
SFC Lanning, Larry H.	Atlanta
SSG Reeve, David L.	Indianapolis
SSG Sims, Steven O.	Sacramento
SFC Lewis, Charles C. Jr.	Baltimore/Washington
SSG Montisanti, Yong T.	Los Angeles
SFC Smith, Georgia L.	HQ SERRC
SFC Dittman, Thomas W.	Raleigh
GS-07 Hanley, Guy	Harrisburg
SSG Johnson, Carl E.	Nashville
SFC Sherbundy, Steven M.	Omaha
SSG Siano, Thomas A.	New Haven
GS-07 Burgess, Donald L.	Jacksonville
SFC Cooke, Larry W.	Raleigh
SSG Cravey, Daniel W.	Little Rock
SSG Leng, Steven D.	Detroit
SSG Planty, Steven R.	Boston
GS-07 Johnson, John W.	Sacramento
SFC Baker, Phillip R.	Lansing
SFC Dickens, Richard G.	Atlanta
SSG Enick, Albert E.	San Francisco
SSG Keels, Albert	Atlanta
SSG Moore, George L.	Lansing
SGT Morton, Samuel G.	Newburgh
SFC Prater, Clifford H.	Albany
SGT Snipes, Alfred	Little Rock
SSG Hengler, Michael D.	Sacramento
SFC Burnett, Larry E.	Beckley
SSG Faison, Samuel Jr.	Raleigh
SSG Olive, Danny H.	Indianapolis
SFC Redman, William T. Jr.	Pittsburgh
GS-07 Dragonas, Dennis	Boston
SGT Fangel, Jerome F.	Minneapolis
SFC Hand, John B.	Denver
GS-07 Hopkins, Thomas E.	Nashville
SSG Patch, Thomas E.	Minneapolis
SFC Quebbeman, Ronnie L.	Indianapolis
SGT Ramos-Lopez, Minerva	Newburgh
SFC Gallagher, Lawrence J.	Detroit
SSG Hudson, Thomas E.	Philadelphia
SGT Jaynes, Harold F. III	Boston
SSG Martinez-Rivera, Alberto	San Juan
SSG Reynolds, Willis D.	Omaha
SFC Weeks, Jimmy R.	Montgomery

A basic look at drill sergeants

by Sheila Samples
Ft. Sill CANNONEER
Second in a Series

Drill sergeants are people, too.

If the nearly 6,000 trainees at Ft. Sill's Field Artillery Training Center (FATC) scoff at the astonishing notion that drill sergeants are "people," maybe they just don't know them.

However, the 49 troops who make up the 2nd Platoon of Battery B, 3rd Cannon Training Battalion, will tell you in a heartbeat that they know their drill sergeant very well.

"His first name is 'Sergeant,' one young cannoneer confided confidentially. "That's all I know, and that's all I want to know. . . ."

Second platoon's "Sergeant" is really SGT Ronald B. Andree, from Sun-pee, NH who candidly admits that his Ft. Dix, drill sergeant and his Ft. Sill drill sergeant just six years ago each had the same names.

During the 12 weeks that culminated in a December 15 graduation, Andree's troops swear that they were "bent, folded and stapled," as Andree double-timed them through rugged basic combat and advanced individual training on Ft. Sill's ranges.

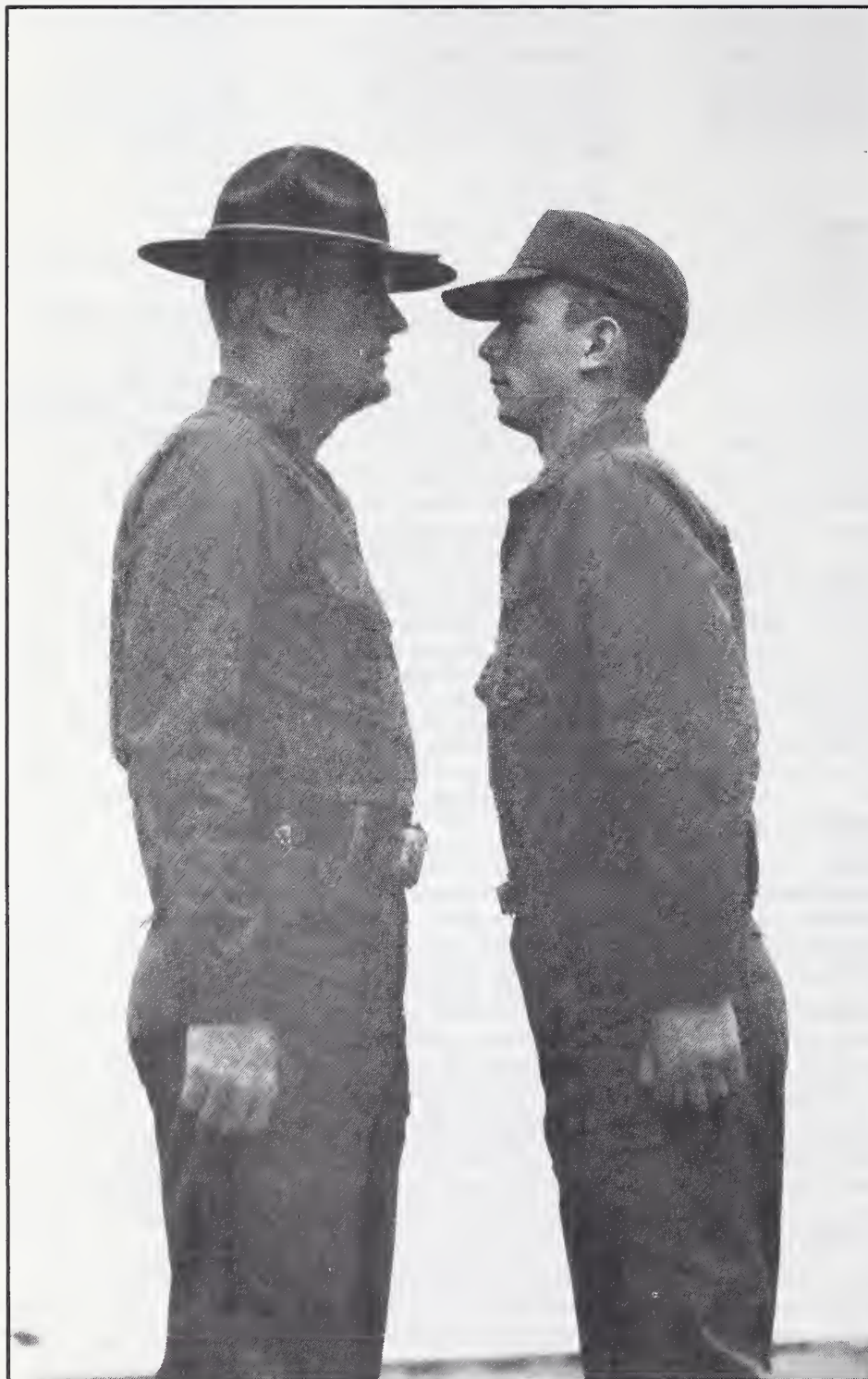
Some grudgingly admit that Andree is "better than most." Some say he's a "minus two" on a scale of one to 10. However, all, except those who have clearly snapped, are tired of seeing Andree's face, hearing his voice, every waking minute.

"Whaddya mean — every waking minute?" one troop groaned. "I see the (expletive deleted) every night, even when I'm asleep."

It's true. A drill sergeant picks his charges up when they arrive at Ft. Sill. He puts them to bed each night, wakes them up each morning, and the hours in between are spent in total "togetherness."

Makes you wonder — not why anyone would want to be a soldier, but why would anyone want to be a drill sergeant? What kind of buzz is there in 24-hour-a-day duty, constant flak and pressure that mounts and mounts, with no relief in sight?

Although Andree has been a drill sergeant just six months, he admits there's a lot of stress. "Sometimes it





Drill sergeants must insure that new soldiers learn the basic soldiering skills. Above, two soldiers are mastering the art of setting up tents during the bivouac phase of basic training.

seems like all I do is go to work, go home, go to bed — then back to work again, where it all begins again.

"But there's a lot of rewards, too," Andree said. It's unreal what these kids have taught me; what I continue to learn about being a soldier."

Problems come early for most drill sergeants. According to Andree, few recruits have a great deal of self-confidence in their ability to do anything.

"But the first thing I confront in nearly all of them is raw fear. They're

petrified of me," he said. "I tell them to do something, and they fall apart. But I can remember being terrified of my own drill sergeant," he recalled. "I expected the worst, and anything good that happened to me was just so much gravy.

"So I try to put them at ease early on, because it's impossible to motivate anyone through fear."

Andree said this isn't as easy as it sounds, and pointed out that being too friendly resulted in losing control

whereas being stern just made the entire platoon rigid. "You have to know a lot about people," he said. "And the only way to find out what soldiering is all about is to actively work with soldiers."

Training at Ft. Sill isn't just "dumped" on recruits, but is offered in well organized blocks, or "phases." Andree said he likes the first phase best of all. "That's when you see the most dramatic change. During this time, trainees get their first wake-up call at 3 a.m., and I roll them out of



During one-station unit training at Ft. Sill, drill sergeants introduce new soldiers to their cannons early in training.

bed at 4.

"That's why nobody ever complains about going to bed at 8 or 9 p.m.," he grinned. "and, that's why I'm usually in bed myself by 10 p.m. during the first few weeks."

In the second and third phases, trainees begin to look and act like soldiers. Squad leaders are identified early, and Andree says he rides them into the ground. "They catch hell, and they thrive on it," he said. "They're the best soldiers I've got."

It's during the fourth, and final phase, that Andree says trouble begins to brew. "They start to have problems in the home stretch," he said. "They've been together too long. They're getting a few passes, and they come back

feeling pretty good — or bad, and the fight is on.

"But they're soldiers now. We can start enjoying them. They're used to the regimen; used to PT, and they roll out early, standing tall and ready for training, or anything else we have for them."

Andree, and all other drill sergeants, go through the Army's initial training over and over. "We can't march soldiers into a classroom or put them in bleachers and tell them how to soldier. They have to do it, and we have to do it with them.

"I tell them on the very first day that they belong to the best battery in the Army. Once you get team spirit going and morale on the upswing, you have

something concrete to work with.

"I practice with them," Andree smiled. "I PT with them, wallow in the mud beside them, get depressed when they fail, cheer when they cheer — match them stride-for-stride. The only way I can teach is to make my troops want to beat me at my own game."

Fortunately, Department of the Army combats stress by putting a three-year time limit on drill sergeant duty. If not, the drill sergeant would rapidly become extinct. Also, soldiers may serve just one tour for each grade of rank. "For example," Andree explained, "if a guy was a drill sergeant when he was a staff sergeant, he couldn't come back into the field until he made E-7 (sergeant first class)."

"Trainees constantly challenge their drill sergeants," Andree maintained. "they never tire of testing my authority; trying to ferret out my weaknesses. There's a lot of guys I could really like under any other circumstances," he said. "But I have to remain aloof. That's the tough part."

So where does the buzz come in? What makes it all worthwhile?

"The reward for me is seeing a 17-18 year-old kid come in here off the streets and actually change into a good soldier. A drill sergeant would be lying if he said he didn't feel a rush of pride when that happens.

"And that's why," Andree concluded warmly, "I'd rather be a drill sergeant than 'people' any day."



Group shopping

One little known and seldom used method of Army commissary shopping is the group shopping service for authorized personnel who are remotely located from a commissary.

The service permits an authorized commissary shopper to purchase items on the pooled shopping lists of a group. While the installation commander sets controls to prevent abuse of this privilege, usually all that is required is a letter of authorization, approved by him, from each group member designating another member to shop for him. The commissary officer keeps the letter on file.

Group shopping has several advantages: it conserves gas, a non-working member can shop during the week to avoid the weekend rush and personnel who are on special duty, such as recruiters, in areas far from a military

installation or commissary, can save on food bills.

The group shopper who wants to purchase any product in bulk should notify the commissary officer in advance by letter or phone so that he can make sure the product is in stock when the group shopper arrives. Rationed or controlled items in overseas areas are subject to major command directives and therefore may not be purchased by a group shopper.

According to officials at the US Army Troop Support Agency, some of those who group shop have it perfected. One particular group shopper makes a "pilgrimage" to the commissary every three months. Meats and other perishables are kept cool on the trip home in coolers.

Group shopping: another feature of commissaries serving the most deserving. (Troop Support Agency)

Split training option

A lot of youngsters will be looking for summer jobs soon. Some will settle for bagging it at a supermarket check-out counter, where the pay is low and the hours are usually long. The smart kids will consider a better offer that extends beyond the summer.

One such better offer includes full employment during the summer months with room and board, weekend pay throughout the following school semester and full-time employment the next summer.

This better offer is made by the Army Reserve in an option called Split Training in which qualified high school juniors and seniors are given the opportunity to do something meaningful during summer vacations and beyond.

How it works is that high school students, who have reached age 17, can enlist in the Army Reserve during the school year and start drawing pay immediately for attending meetings with their local Army Reserve unit.

These training sessions are only 16 hours a month, usually on a weekend, and earn the new Reservist close to \$70 a month. During the first summer of enlistment,

the youngsters go off to initial military training, "basic," for seven weeks and draw full Army pay.

They complete their senior year in high school and after graduation take Advance Individual Training the following summer in the specialized field of their choice. Depending upon the field selected, this Army training can be helpful in obtaining future civilian training while complementing college courses.

It isn't just the summer employment that is important. It is the opportunity to learn a skill and to become a member of an important team — the Army Reserve. For example, the Army offers training in about 350 skills. Well over half of this number have applications in the civilian job market. This training could lead to a well-paying civilian job in auto or aero mechanics, data processing, plumbing, electronics, nursing, law enforcement or statistics, to name a few.

The supermarket check-out counter can't compete with this opportunity which allows young people to be all they can be. (Chief, Army Reserve)

New pocket data book

The Pocket Data Book, sixth in a series first issued in 1967, is a handy compact presentation of social, economic, and political data. The latest edition has 400 pages, 646 tables, and 60 charts covering such topics as population, vital statistics, elections, national defense, law enforcement, education, welfare, income, prices,

agriculture and energy.

The Pocket Data Book, USA 1979, may be purchased for \$6.00 a copy prepaid from the Superintendent of Documents, US Government Printing Office, Washington, DC 20402. (Census News)



Diagnostic Test

RECRUITER DIAGNOSTIC TEST NUMBER 4

1. The Option Display Sheet (USAREC Form 646 a, b, c, d) when completed provides the applicant information on:
 - a. Educational Entitlements
 - b. Probable Pay
 - c. Training and Skill Choices
 - d. Test Scores
 - e. All of the above.
 2. Key attitudes and values of the smart high school senior and graduate generally include:
 - a. An expressed desire to continue education.
 - b. A desire to challenge him/herself.
 - c. A willingness to trade service for goals.
 - d. All of the above.
 3. The Operations and Analysis Map contains which of the following:
 - a. Station's area of responsibility.
 - b. Location of high schools and colleges.
 - c. Major competitive industries.
 - d. USAR and NG units
 - e. All of the above.
 4. What can a station commander and a recruiter learn from the Operations and Analysis Map?
 - a. Production related data used to increase production and management efficiency.
 - b. To identify those market segments where veterans most likely reside.
 - c. How to make overlays and post accessions.
 - d. None of the above.
 5. What are the minimum requirements for the OCS Program?
 - a. Be at least 19 years of age and not have passed their 29th birthday at the time of RA enlistment.
 - b. Possess documentary proof of having received a baccalaureate degree or higher.
 - c. Be recommended for enlistment by an OCS board.
 - d. All of the above.
 6. New recruiters will go on full production after:
 - a. 30 days
 - b. 90 days
 - c. 120 days
 - d. 60 days
 7. On the New ASVAB (8, 9, & 10) test, is there a computed Women's Selection Test (WST) score?

	YES	NO
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 8. Basic Veap is available to all enlistees.

	YES	NO
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 9. The annotation "COL" on the Lead Refinement List (LRL) relieves the recruiter of further responsibility for contacting the listed individual.

	TRUE	FALSE
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 10. A method of systematically compiling information about each school is essential to the field force for which of the following:
 - a. Providing a basis for periodic analysis of recruiting trends.
 - b. Assisting in the formulation of plans/activities.
 - c. Assisting in the selection of key educators who are most likely to cooperate with recruiting efforts.
 - d. All of the above.
- Using the acronym "FEBA", what are the 4 steps in providing proof?
11. _____ 12. _____ 13. _____ 14. _____
15. How often is a recruiter *required* to visit his designated USAR unit at weekend drill?
 - a. Monthly
 - b. Quarterly
 - c. Annually
 - d. There is no requirement
 16. What is the *primary* benefit of the Zip Code Accession Report?
 - a. To determine how many people went in the Army from a given zip code.
 - b. To see how you're doing in a particular zip code.
 - c. To compare the Army's recruiting results with that of the other recruiting services.
 - d. To make sure all of your zip codes are accounted for and you are getting credit for them.
 17. What is the required procedure for verification of education for an NPS applicant who claims 12 years of foreign education.
 - a. None, no verification required.
 - b. Required to take GED with score equivalent to 11th grade.
 - c. Take the pass GED.
 - d. Have transcripts validated by Credential Evaluation Service or World Education services.
 18. To be eligible for any cash bonus the applicant must be a high school diploma graduate and attain a minimum AFQT score of _____.
 - a. 31,
 - b. 50,
 - c. 16,
 - d. 59
 19. It is mandatory for field recruiters to administer the Enlistment Screening Test to all non-high school graduate applicants prior to processing at AFES or MET sites. The purpose of administering the EST is:
 - a. To provide preenlistment screening training to the applicant prior to processing.
 - b. To qualify the applicant for enlistment.
 - c. To identify applicants who may be expected to meet the required mental qualification standard for enlistment.
 - d. To qualify the applicant for advanced promotion to pay grade E2.
 20. Field recruiters are responsible for administering the Screening Physical Examination for Army Recruiting (SPEAR) to prepare applicants for AFES medical processing by insuring that they have in their possession required medical documentation, eye glasses, etc.

	TRUE	FALSE
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 21. Field recruiters are required to maintain a planning guide to assist in managing their time productively. Which of the following entries are required to be reflected in the planning guide?
 - a. All confirmed appointments.
 - b. All follow-up of interested prospects.
 - c. All itinerary stops.
 - d. All of the above.
 22. The USAREC Form 539 (Lead Refinement List) provides which of the following?
 - a. A systematic approach to lead refinement.
 - b. Allows quick assessment on the refinement and prospecting status of a list by both the user and supervisor.
 - c. Indicates final disposition for leads which do not become prospects and also reflects which leads became prospects.
 - d. All of the above.
 23. USAREC Reg 350-7 states that mass producing 200 cards is prohibited. When refining leads from a USAREC Form 539 or an ASVAB printout, when will the USAREC Form Card be initiated by the recruiter?
 - a. 200 cards will be prepared and placed in the card file suspense upon contact of lead.
 - b. Upon receipt of any lead list, all names will be transposed to a 200 card.
 - c. Not later than the first face-to-face interview.
 - d. As soon as an individual agrees to an appointment.
 24. When talking to a high school senior or diploma graduate who has high SAT or ACT scores and indicates an intention to go to college, you should try to interest him in Army service by:
 - a. Talking about the Army's job training program.
 - b. Talking about the excellent medical benefits, retirement program, and high job security.
 - c. Telling him about the combat arms bonus.
 - d. Presenting possibilities of a two-year tour with the high educational benefits.
 25. A task in the Soldier's Manual is "Prospect by Territory Canvass." That means:
 - a. Having the prospect come to the recruiting station.
 - b. Calling or going to where the prospect might best be found.
 - c. Making an appointment for a sales presentation in the applicant's home.
 - d. Meeting the recruiter standard of performance of one new recruiter generated appointment per day by telephone from the LRL or ASVAB List.

May 1981 Answers

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| <ol style="list-style-type: none"> 1. a. USAREC Reg 350-7, Para 3-1. 2. b. All VOLUNTEER, April 1981. 3. c. USAREC Reg 350-7, Para 2-18d. 4. d. USAREC Reg 350-7, Para 2-18d Note. 5. a. AR 601-210, Table H-12, Para 4g. 6. b. AR 601-210, Table H-12, Para 7b (3) (a). 7. a. AR 601-210, Table H-11, Para 7b (2) (c) (1). 8. d. AR 601-210, Table H-26. 9. e. 10. c. | <ol style="list-style-type: none"> 11. d. 12. c. AR 140-111, Chap 5. 13. b. AR 601-210, Table H-26. 14. b. USAREC Reg 350-7. 15. c. 16. b. USAREC Reg 350-7, Para 2-11 b (1). 17. d. USAREC Reg 350-7. 18. d. USAREC Reg 350-7. 19. b. USAREC Reg 310-4. 20. b. AR 601-1, USAREC Reg 350-4 and USAREC Pam 350-2. |
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April 1981 Answers Correction

The answer to Question 24 was omitted. The answer to Question 24 is: TRUE



52C: Utilities Equipment Repairman

*Story and Photos
by SP5 Steven Silvers
Ft. Belvoir PAO*

Private 2 Thomas Lee Wright, a Utilities Equipment Repairman, can tell what's wrong with his home air conditioner by sticking his ear to it and listening.

But that's not all. He can also make sure a combat support field hospital gets running water, electricity, heat and air conditioning — even if it's located in the deepest of boonies.

Today's Army uses hundreds of thousands of pieces of mechanical equipment, from everyday office equipment like typewriters and electric pencil sharpeners to giant self-contained generators used to power those field hospitals out in the field.

One school where soldiers learn this type of work is located on the banks of the Potomac River at Ft. Belvoir. Here Advanced Individual

Training students study both in the classroom and in the workshop for a fast-paced twelve weeks to earn the 52C Military Occupational Specialty.

"This school, to put it simply, throws a heck of a lot of information at you," said Wright. "You go there to learn the basic fundamentals of heating, refrigeration, air conditioning, and the turbine engine. The 12 weeks at Ft. Belvoir gave me a lot more knowledge than nine months of civilian vocational school. And I still have more than three years to go at it, so what I didn't learn here I'll pick up in the field — sort of a guaranteed three-year on-the-job training situation."

Wright explained that the basic course is made up primarily of electronics and component schemes. Wright and other soldiers receive plenty of hands-on training while using a multitude of training aids and working equipment, such as the tur-

bine-powered MUST (Mobile Unit Self Transports) unit and breakdown refrigeration systems.

"Earning this MOS is a great way to get into the technical field," he said. "I can walk into a supermarket, and by looking at the manual I could fix their cooling fixtures."

What does it take to become a 52C? It takes a person who has not only a mechanical aptitude, but someone who can use the mind as well as the screwdriver. It takes someone who could work under the comfortable interior of the office or the uncomfortable exterior of the field.

"This is a good job," said Wright. "It's anything but boring, because there's always something that isn't working right. I'd say the feeling you get when you flip a switch and everything starts working makes it very rewarding. It's exciting because you made it happen."

52C: Utilities Equipment Repairman

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